

**Company Registration No: 07680770 (England and Wales)**

**CHIPPING CAMPDEN SCHOOL**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

# CHIPPING CAMPDEN SCHOOL

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# CHIPPING CAMPDEN SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 AUGUST 2019

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### Members

J Annett  
B Chatfield  
A Jones  
A Sunderland  
S Steele

### Governors

J Annett, Deputy Chair of Governors  
J Birch  
D Betteley  
A Braithwaite  
S Chandler  
Rev'd D Delap  
M Inman  
A Jones, Chair of Resources Committee  
K McQuail (resigned 18 October 2018)  
J Sanderson, Principal  
V Scutt, Chair of Education Committee  
S Steele  
A Sunderland, Chair of Governors  
C Walker

### Senior management team

- Principal	J Sanderson
- Vice Principal	I Tustian
- Vice Principal	J King
- Assistant Principal	D Rushworth
- Assistant Principal	N Troth
- Assistant Principal	D Hilditch
- Assistant Principal	R Elmes
- Director of Business and Finance	S Donnachie

### Company secretary

S Donnachie

### Company registration number

07680770 (England and Wales)

### Principal and registered office

Cidermill Lane  
Chipping Campden  
Gloucestershire  
GL55 6HU

### Independent auditor

CK Audit  
No 4 Castle Court 2  
Castlegate Way  
Dudley  
DY1 4RH

# CHIPPING CAMPDEN SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 AUGUST 2019

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**Bankers**

Lloyds Bank  
22 Bridge Street  
Stafford Upon Avon  
Warwickshire  
CV37 6AG

**Solicitors**

Anthony Collins  
134 Edmund Street  
Birmingham  
B3 2ES

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

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The Governors present their annual report together with the audited financial statements of the charitable company for the twelve months ended 31<sup>st</sup> August 2019. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

Chipping Campden School (the "Academy") was incorporated on 23<sup>rd</sup> June 2011 and commenced activity as an Academy on 1<sup>st</sup> August 2011. The Academy operates as a school for students aged 11 to 19 serving a catchment area in North Gloucestershire with a pupil capacity of 1,250 and 1,351 students currently enrolled based on the autumn 2019 Census.

### **Structure, governance and management**

#### Constitution

Chipping Campden School is a company limited by guarantee with no share capital (company registration No: 07680770) and is an exempt charity. The Memorandum and Articles of Association are the primary governing documents of the Academy.

The Governors are directors of the Academy for the purposes of the Companies Act 2006 and trustees for the purposes of charity legislation. The Governors who were in office at 31<sup>st</sup> August 2019 and who served during the year are listed on page 1.

#### Members' liability

The liability of the members of the Academy is limited. Every member of the Academy undertakes to contribute an amount, not exceeding £10, in the event of the Academy being wound up while they are a member, or within one year after they cease to be a member.

#### Governors' indemnities

Zurich Municipal provide insurance cover to the Academy. This is a long-term arrangement with an expiry date of 31<sup>st</sup> August 2021. Governors Liability cover is included in this policy with an indemnity limit of £5,000,000.

#### Method of recruitment and appointment of governors

The management of the Academy is the responsibility of the Governors who are elected and co-opted under the terms of the Academy's Articles of Association. The term of office for any Governor is four years; this time limit shall not apply to the Principal. When appointing new Governors, the Board of Governors consider the skills and experience mix of existing Governors in order to ensure the Board of Governors has the necessary skills to contribute fully to the Academy's ongoing development.

#### Policies and procedures adopted for the induction and training of governors

Training and induction provided for new Governors will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and students. All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Governors. As there are normally only two or three new Governors a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by various other organisations as appropriate.

A bespoke governance development program is operated throughout the year that allows Governors to meet informally as a team for training, to keep the Governors updated on relevant developments impacting on their roles and responsibilities, and to contribute to the strategic leadership and direction of the Academy. New and existing Governors have the opportunity to undertake National Governor Association training and all Governors receive regular National Governor Association updates.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

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### Organisational structure

The Board of Governors establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees of the Board of Governors and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings and through direct reporting from the elected Chair of each Committee. The Board of Governors may from time to time establish working groups to perform specific tasks over a limited timescale.

The Governing Body has established two sub committees, Education and Resources; each has its own terms of reference, to review the Academy's policies and performance. The Principal and Vice Principals attend these sub-committee meetings. Reports from these sub-committee meetings are received and discussed at full Governing Body meetings.

The Governing Body has also established an additional Risk Committee. This committee is a primary working committee of the Board and its remit is to ensure that the Academy has effective risk management systems in place.

The governance and management structure of the Academy consists of five levels: Members, Governors, the Senior Leadership Team, Extended Leadership Team and Middle Leaders. The Members of the Academy have the ultimate control over the direction of the Academy whilst the Governing Body has responsibility for the leadership and management of the Academy.

The aim of the management structure is to devolve responsibility and to encourage leadership and the involvement in decision making at all levels. The Governors are responsible for strategic decisions, for setting general policy, adopting the annual budget and for monitoring the utilisation of budgets, capital expenditure decisions and the appointment of senior staff. The Senior Leadership Team control the Academy at an executive level, implement policies which are approved and adopted by Governors. The Principal as the Academy's Accounting Officer has the overall responsibility for the day to day management of the Academy.

### Arrangements for setting pay and remuneration of key management personnel

The Governors consider the Senior Leadership Team to comprise the key management personnel of the Academy in charge of directing and controlling, running and operating the Academy on a day to day basis. The pay of the senior management team is reviewed annually by the Board of Governors in line with the Academy's pay and remuneration policy and by reference to published pay scales for both teaching and administrative support staff.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

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### Trade union facility time

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, where an academy trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period, it must include information included in schedule 2 of the regulations.

No of trade union representatives – 2

Percentage time spent on union activities – 0%

The amount spent on union activities - £3,578

The percentage paid facility time spent on trade union activities – 0%

### Related parties and other connected charities and organisations

Chipping Campden School Enterprises Ltd (CCSEL) is a wholly owned subsidiary company of Chipping Campden School. The objective of the subsidiary company is to provide cost effective educational related support services to the Academy. The subsidiary company was incorporated on 8 March 2017 and commenced trading on 1 April 2017. The financial results of the subsidiary company are included in the consolidated financial statements. At the year end, the following Governors of the Academy were also Directors of CCSEL; A Sunderland, A Jones and J Sanderson.

The Academy has a strong connection with CCT Learning, an Alternative Provision Free School which trades as Abbey View. In compliance with CCT Learning's Articles of Association, the Principal of Chipping Campden School is a Member and Director of CCT Learning. Two other Governors of Chipping Campden School also serve as a Directors of CCT Learning.

In addition, the Academy holds a Parent Governor election to ensure that parents of the Academy have a specific Governor on the Board of CCT Learning. This parent governor is not part of the Board of Governors of the Chipping Campden School. The Academy has, and continues to commission places at Abbey View, for students for whom mainstream provision is not appropriate. Chipping Campden School also provides finance and HR support to CCT Learning under a service level agreement which expires on 31 August 2020.

The Chipping Campden School Charity, a separate registered charity in which B Chatfield, a Member, and A Jones, a Trustee, are Trustees, makes contributions to support particular projects, facilities and awards benefitting pupils of the Academy, and is therefore treated as a related party for the purposes of the financial statements. The Governors do not consider the charity to be a connected charity as the Trustees of the charity are not appointed by the Governors, are not directed by or accountable to the Governing Body of the Academy and as the charity's objects differ to, and are wider than, those of the Academy.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

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### Objects and activities

#### Objects and aims

The principle object of the Academy, as set out in the Articles of Association, is to advance, for the public benefit, the provision of education for students of all abilities between the ages of 11 and 19. The Academy provides a balanced and broad curriculum.

The Academy's mission is to provide a safe, supportive and challenging learning environment that inspires and empowers young people to grasp the opportunities to develop responsibility, personal integrity, self-respect, and respect for others; that cultivates creativity and a desire to become a life-long learner; that fosters inclusion through a strong sense of heritage and community, while acknowledging diversity; and that raises aspirations in order to champion academic and personal excellence.

In short, to cultivate an ambitious and vibrant learning community that inspires and empowers students to excel in a diverse and dynamic world.

This mission is reflected in the five strategic priorities set out below which collectively underpin our vision that every student is inspired to learn and empowered to excel.

- 1. Education:** To ensure the safety and well-being of all our students is coupled with the promotion of a challenging and supportive learning experience across a broad range of disciplines in order to deliver high levels of achievement and deliver effective transition onto the next phase of learning.
- 2. Human Resources:** To recruit, retain and continually develop a team of specialist teaching staff supported by an effective team of non-teaching staff who will either deliver or support the delivery of high quality learning for students regardless of age (11 – 18), gender, background or ability.
- 3. Physical Resources:** To maintain and develop the school's physical environment so that students and staff have the space and equipment necessary to learn and work in a safe, stimulating and, where appropriate, specialist environment.
- 4. Financial Resources:** To achieve best value for money with devolved and self-generated funding while ensuring the school's solvency and financial security through the establishment, monitoring and reporting of transparent and robust financial management systems.
- 5. Strategic Governance & Leadership:** To challenge the status quo in order to determine the strategic direction of the school and deliver ongoing improvements determined by effective evaluation and supported by appropriate policies, protocols and practices.

#### Objectives, strategies and activities

The key priorities for the year are contained in the Academy's Development plan which is available from the Principal. The main activities of the Academy for the year ending 31<sup>st</sup> August 2019 were as follows:



# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

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### Priority 1 – Pupil Premium

#### Objectives

- Co-ordinate and strengthen the relationships between Pupil Premium students and their tutor.
- Co – ordinate and strengthen relationships with parents to improve parental engagement with the school.
- Secure and easy access to Post 16 bursary for Pupil Premium students in year 11.
- Improve the pastoral strategies for supporting academic progress of Pupil Premium students.
- Increase the number of middle and higher ability Pupil Premium students who are accessing additional mentoring support.
- Establish a positive profile for students who attract Pupil Premium funding.
- Strengthen accountability at governor level for Pupil Premium students.
- Positive classroom routines to impact on the progress of Pupil Premium students.
- Develop links with potential Business Mentors.
- Improved accountability through the Oversight programme.
- Participation in Extra-Curricular activities of Pupil Premium students.
- Close tracking of PP progress.
- The impact of the accelerated reader.
- (AR) programme on Pupil Premium students.

### Priority 2 – Sixth Form

#### Objectives

- Develop the Post 16 Curriculum – see also Post 16 targets under focus 3.
- Strengthen the Advice and Guidance for students at point of application.
- Strengthen the sharing of good practice in terms of Teaching, Learning and assessment.
- Raise expectations and promoting independence.
- Promote all aspects of students' academic, personal development and well-being.
- Raise aspirations by strengthening and co – ordinating a programme of CEIAG for all students Post 16 in line with their needs.

### Priority 3 – Quality of Education

#### Objectives

- Secure alternative Level 1 and 2 pathways for Key Stage 4.
- Secure alternative Level 2 pathways for Key Stage 5 and review the vocational offer.
- Review current provision and plan improvements for year 7 pupils with low prior attainment.
- Refine and effectively resource and communicate programmes of study at all key stages.
- Coordinate and strengthen cross-curricular opportunities.
- Develop a coherent, sustainable and coordinated CPD programme based on individual and curriculum needs.
- Refine the quality of questioning, feedback and formative assessment.
- Continue to develop the use of iPads to support and enhance learning.
- Review the new flightpath structure at Key Stage 3.
- Improve the effectiveness of the lesson observation programme in driving improvement.
- Update and evaluate the 'Oversight' programme to ensure that QA processes are consistent across the school.
- Improve the accuracy and reliability of summative assessments.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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### Priority 4 – Pastoral System

#### Objectives

- Review the pastoral structures in the school to meet current, and be able to adapt to future, needs of our cohorts.
- Refine the role of pastoral leaders in the light of the revised pastoral structures.
- Clarify sanction journey within the new structure.
- Audit tutor responsibilities.
- Review of structures to support year group cohorts and whole school attendance .
- Improve the balance between positive and negative recording, celebration and intervention.
- Align the assembly programme to fit with the whole school SMSC agenda.
- Meet Statutory requirements with regards to Healthy Relationships education and Gatsby benchmarks.

#### Public benefit

The Academy Trust aims to advance for the public benefit education for students of all abilities between the ages of 11 and 19, offering a broad curriculum and an excellent education environment for its pupils. The Academy Trust also allows use of its facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of that community.

When setting the Academy's objectives the Governors have given careful consideration to the Charity Commission's general guidance on public benefit. All Governors have been issued with the relevant information and this has been translated in the workings of the Academy via the development planning process.

### **Strategic report**

#### **Achievements and performance**

The Academy is in its seventh year of operation since conversion to an Academy Trust.

The total number of funded pupil places for the year ended 31<sup>st</sup> August 2019 was 1,301, but this has increased to 1,351 by the October 2019 census due to the continued demand for places at the Academy.

The Academy is committed to continual improvement which is achieved in a number of ways, including improvement planning, review meetings, continual professional development, lesson observations, performance management, self-evaluation, data analysis and action planning.

The particular achievements and performance of the Academy during the year ended 31<sup>st</sup> August 2019 were as follows:

#### Leadership and Management

##### **Vision / Ethos:**

The school has a clearly defined ethos of high expectations both academically and personally. Students treat each other with courtesy and respect and this is role modelled by all staff. School leaders are unwaveringly committed to setting high expectations for students and they demonstrate these in their dealings with all stakeholders in the school. Key priorities are shared with staff annually and revisited regularly, these priorities directly feed into faculty and departmental plans.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

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### Standards:

Achievement is driven by aspirational target setting and increasingly robust tracking. Individual student targets at Key Stage 4 are set so that every learner has targets that contribute positively to the whole school Progress 8 target. Increased robustness of staff 'Most Likely Grades' grades has improved intervention. Best practice data entry involves departmental moderation of work and internal standardisation against GCSE and A Level exam specifications. All teaching staff are aware of the national accountability measures and the importance of each student making progress from their starting points, not just at 'threshold'.

Student progress lies at the heart of all lesson observations. A robust 'Oversight' programme has been developed with Senior and Middle Leaders to monitor standards. Raising Standards Leads are in place at Key Stage 3, 4 and 5 with a clear focus on raising standards. Pre-public examinations are used at Key Stage 4 and 5 to drive interventions and secure robust data.

### Curriculum:

The curriculum is broad and balanced, in 2018/19 at Key Stage 4, students completed examinations in 30 different courses. More able students are able to study additional courses in a range of subjects from astronomy to dance. In excess of 95% of students complete at least two Science GCSE's, with stable numbers following a triple Science pathway.

At Key Stage 3, the timetable has been adapted so that three more able groups can be taught across core subjects and languages to raise aspiration. In conjunction with teaching staff, a 'Flightpath' assessment model has been developed and recently reviewed at Key Stage 3. It has a clear focus on Key Stage 4 outcomes based on Key Stage 2 assessment data.

At Key Stage 3, the curriculum has been reviewed and developed with schemes of learning being reformed to focus on the concepts of 'knowing, thinking and communicating' rather than purely being content driven. The development of these remains an on-going priority for the school. At Key Stage 4 curriculum planning continues to embed the changes brought about by the latest GCSE reforms. Cross phase work is very well established. One member of staff continues to lead the Ogden Trust's Primary Physics programme which is delivered at the school. Primary school staff continue to benefit from this work and the sixth form students who support this also gain additional skills and confidence.

Following six successful years of working in partnership with Cleeve and Tewkesbury schools, CCT Learning was established and through it Abbey View, an alternative provision free school, to provide high quality alternative provision for some young people who struggle to thrive in a mainstream context. Recently the school's PSHE 'Life learning' programme was overhauled to ensure compliance with the latest requirements on teaching health and relationships education as well as ensuring that students have a better understanding of themselves and life in modern Britain. This has resulted in the delivery of a new 'Life Learning' programme across the school.

### Middle leadership:

Following a restructuring of middle and senior leadership roles and responsibilities in previous years an extended leadership team was created with the appointment of Faculty Head known as Directors of Learning. As a result, more robust and effective monitoring and evaluation procedures have been established and are being refined and embedded through a structured 'oversight' programme.

Middle leader examination and in-year data analysis is forward looking and drives improvement and intervention at a departmental and faculty level.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

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### **Governance:**

A comprehensive review of the make-up and operation of the governing body was conducted upon the school's initial conversion to an academy. This review and the governors ongoing skills audit has led to the recruitment and deployment of governors who have the skills and expertise to work with senior leaders in building on the school's strengths while maintaining a determination to address the areas which remain less effective.

### **Use of pupil premium allowance:**

In 2019, leaders and governors instigated a full review of the structures in place for students in receipt of pupil premium funding. This led to the creation and implementation of a robust action plan to ensure disadvantaged students make good progress and are supported in their education and development.

As part of this action plan, the progress and attendance of PP students is closely monitored and reviewed, with student and parental involvement on a termly basis. This is now evaluated at the end of each academic year and provision is set to change year on year as a result. Student level information is made readily available to teaching staff and ensures teaching and progress is tracked and reported at a departmental level.

### Teaching, learning and assessment

#### **Teaching and learning:**

Twice a year the Leadership Team undertake a fortnight of formal paired observations with a focus on progress over time and these judgements have been moderated by the SIP. No overall grade is given for lessons. Additionally, a cycle of departmental 'deep dives' was put in place for 2018/19 which include further evaluative activities. Further monitoring activities are carried out by middle leaders as part of the on-going 'oversight' programme.

CPD continues to develop a shared vision of outstanding teaching and learning and supports teachers in taking ownership of their own CPD to change teachers in the classroom so that pupils make better progress. A key focus in support of teaching and learning has been the development of the use of mobile technology. Appraisal is used to address standards and where appropriate, bespoke programmes have been used and impact is monitored.

#### **Homework:**

Online homework tracking has been further embedded. Homework reports are produced and Senior and Middle Leaders have access to homework being set. Within the 'Oversight' schedule, middle leaders monitor and review homework and the quality of homework on an on-going basis. The whole school reporting system has been adapted so that teacher assessment of student attitude towards homework is reported on a half termly basis.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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### Assessment:

The School's marking policy based on a blend of 'think pink, go green' and '3back' which was developed with staff was further developed and embedded. TPGG and 3Back are based upon 'feedback and response', students are given time to formally respond to staff feedback. Formal work scrutiny has been maintained to monitor the implementation of this across middle leadership in the school. Evidence indicates that this is being applied with a degree of consistency across the school through SLT and Middle Leader book scrutinises.

### Literacy:

Small group provision is used to target students who are working below expected levels of attainment as identified in Key Stage 2 tests and in school assessments. These students receive a minimum of 3 hours of literacy intervention per fortnight across Years 7, 8 and 9.

### Numeracy:

Small group provision has been introduced for the academic Year 2016/17. This is led by a member of teaching staff in the Mathematics department and students receive up to an additional 4 hours of numeracy input per fortnight in groups of approximately 8 pupils.

### Personal development, behaviour and welfare

#### Behaviour:

Almost all pupils have an excellent attitude to learning which has a strong, positive impact on their progress. They are highly adept at managing their own behaviour in the classroom and in social situations, supported by systematic, consistently applied approaches to behaviour management. Lesson observations, learning walks and pastoral records evidence this. The Behavioural Policy is reviewed annually to maintain its effectiveness and respond to arising challenges; this has supported whole school consistency in behaviour. Parental feedback evidences that very few parents express concern about behaviour in school and the vast majority say behaviour is good or better.

It is the students' view that corridors are crowded, especially those in the oldest part of the school, but students are calm, orderly and considerate when moving around and conduct themselves very well when outside lessons. Incidences of poor behaviour at lunch or break time are rare. The new lunchtime detention system is embedded and these are used positively to engage students in work and address any persistent issues that are preventing learning. These have replaced after school detentions. A review of the school rules has led to a simplification under the headings of Committed, Considerate and Safe (CCS).

#### Attendance:

Whole school attendance:

- 2014/15: 94.7%.
- 2015/16: 96%.
- 2016/17: 95.5%.
- 2017/18: 94.9%
- 2018/19: 95.1%

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

The Academy has an attendance officer who monitors attendance, support families, issues contracts and works with external agencies. Interventions are triggered when attendance falls below 94%. Pastoral manager and pastoral team are rigorous in following up attendance issues.

### Outcomes for learners (2019)

#### Key Stage 4 – GCSEs Cohort 203 (Shadow Cohort 197)

Attainment 8 Av. Total = 52.46 (53.66)

Progress 8 = 0.38 (0.5)

#### Attainment 8 Grades:

English = 5.40 (5.53) Maths = 5.12 (5.21)

Ebacc = 15.38 (15.83) Open = 15.99 (16.35)

English: 9-7 = 27% (27.9%), 9-5 = 71.4% (73%) 9-4 = 85.2% (87.3%)

Maths: 9-7 = 22% (22.8%), 9-5 = 67.0% (69%) 9-4 = 84.7% (86.8%)

9-7 In Maths and English = 12.8% (13.2%)

5+ Ma & Eng = 57.1% (58.9%),

4+ Ma & Eng = 78.3% (80.7%)

#### A Level

A Level A\* - B = 47%

A\* - E = 98%

ALPS Score: 4

These very good results are due to consistent leadership, a strong team of teachers with an excellent curriculum knowledge, appropriate interventions and support and improving teaching across the department.

#### Ofsted inspection outcomes

The Academy was subject to a Section 5 Ofsted Inspection in March 2017. The outcomes of the inspection are set out in summary below.

#### Overall effectiveness

Effectiveness of leadership and management  
Quality of teaching, learning and assessment  
Personal development, behaviour and welfare  
Outcomes for pupils  
16 to 19 study programmes

**Outstanding**  
**Outstanding**  
**Outstanding**  
**Outstanding**  
**Outstanding**  
**Good**

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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### Summary of key findings for parents and pupils

- The leadership of the principal is exceptional. He leads the school with far-sighted analytical skill, underpinned by integrity and compassion. These attributes pervade the school.
- Pupils of all abilities make excellent progress in most subjects. Those who have special educational needs and/or disabilities achieve very well from their starting points. The most able attain the highest grades in many subjects. Disadvantaged pupils make progress at least in line with other pupils nationally and, in many cases, significantly better.
- The school improves year on year. This is because the leaders have focused on embedding key improvements to teaching, learning and assessment. As a result, pupils make consistently strong progress.
- Pupils have excellent attitudes to learning. They take their studies very seriously and are keen to succeed. They pay close attention when teachers give them feedback to help them improve their work.
- Pupils' personal development is of a very high quality. They treat each other with good humour and tolerance. Their behaviour around the school is very good. Pupils are respectful and confident when talking with adults.
- High expectations permeate the school. Everyone, from the principal to staff and to pupils, knows what is expected of them. All are encouraged to rise to the challenge. Consequently, they do.
- Senior leaders are skilful and committed. They are completely focused on ensuring that pupils achieve as well as they can. Middle leaders feel empowered to take decisions to improve their departments and, as a result, respond readily with ideas and plans to further improve their work.
- Governors make a substantial contribution to the strength of the school. They are self-critical and perceptive. New governors have been recruited to ensure that the governing body has the necessary skills to hold leaders to account. They now do this to great effect.
- The school is a very cohesive community. Parents, staff and pupils all agree on the school's qualities and are all equally committed to its success.
- The quality of teaching in the sixth form is improving rapidly. In the past, it had suffered from some variation in quality between subjects. Rigorous action by school leaders is leading to rapid improvements and students are now making good progress from their starting points towards their goals.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

### Key financial performance indicators

The Academy uses the following key financial performance indicators in order to benchmark itself against other Academy's.

	2018/19	2017/18
<b>Revenue Income</b>		
Total GAG per pupil	£4,508	£4,518
Total income per pupil	£5,636	£5,493
Ratio GAG to total income	80.00%	81.86%
<b>Staff costs</b>		
Total staff costs per pupil	£4,332	£4,417
Ratio staff costs to total income	76.9%	80.00%
<b>Teaching and pupils</b>		
Pupil to teacher ratio	17.10	18.02
Teaching to non-teaching ratio	1.12	1.13

### Key non- financial performance indicators

	2018/19	2017/18
Attendance	95.1%	94.9%
Funded Pupil No's		
Pre 16	1,029	1,008
Post 16	272	243

### Going concern

After making appropriate enquiries, the Board of Governors, including all Committees, has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies within the financial statements.

### Fundraising

The Academy raises funds for specific projects that will enhance the learning experience and environment for existing and future students, where funds cannot be accessed via existing channels such as government education funding. Fundraising is primarily undertaken by the Academy's Development Manager, trained staff or parents. No professional fundraisers or commercial participators work with the Trust currently.

Fundraising is undertaken in line with the Fundraising Regulator's Code of Fundraising Practice and is monitored by the Development Manager. The Academy Trust is mindful of the requirement to protect the public, particularly vulnerable people, from unreasonably intrusive or persistent fundraising approaches or undue pressure to donate. No complaints have been received in respect of fundraising activities, the general complaints policy of the Academy would be applicable if so.

### Financial review

Most of the Academy's income is received from the Education and Skills Funding Agency (ESFA) in the form of the General Annual Grant (GAG) the use of which is restricted to particular purposes; i.e. the objects of the Academy. The GAG received during the period of this report and the associated expenditure is shown as restricted funds in the Statement of Financial Activities. The Academy's expenditure each year is funded by its recurring GAG income received from the ESFA together with other funding generated from voluntary income, activities for generating income and investment income.



# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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For the year ended 31 August 2019, the total operating income (excluding capital grants and profit on disposal of fixed assets) was £7,333,000 and the total operating expenditure (excluding depreciation and FRS 102 pension adjustments) was £7,205,000, giving rise to a net operating surplus for the year of £128,000.

The profit on disposal in the year of £1,111,000 was the result of the disposal of parcel of freehold land. The proceeds from the disposal will be reinvested in the Performance Arts Centre project.

After transfers from reserves to fund capital expenditure in the year, the combined General Restricted Fund and Unrestricted Fund show a combined net funds balance of £473,000 at 31<sup>st</sup> August 2019. The Restricted Fixed Asset Fund as at 31<sup>st</sup> August 2019 was £19,893,000 the Local Government Pension Scheme liability as at 31<sup>st</sup> August 2019 was £2,120,000

During the year the Academy expended £1,189,000 on the acquisition of fixed assets. The significant investments undertaken during the course of the financial year was the extension to the sixth form centre and the replacement of dilapidated roofs. The remodelling the Academy's toilet facilities commenced in August 2019. The extension to the sixth form centre was financed by a combination of section 106 and legacy funding. The roof and toilet projects were financed by the Department for Education's condition improvement fund. Work on the Performance Arts Centre (PAC) and housing redevelopment, including key worker homes, commenced in July 2019. This complex project is being financed through the sale of surplus school land, section 106 funds and charitable donations. It is anticipated that the PAC will be completed in 2021.

### Reserves policy

The Governors review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors also take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review. The Governors have determined that the appropriate level of reserves should be approximately £200,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipts of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance, long term staff absences and increasing unfunded employment costs.

The balance of reserves held by the Academy at 31 August 2019, excluding the restricted fixed asset fund and pension fund reserve was £473,000. The Governors are satisfied that this level of reserves, whilst higher than the target level identified above, are sufficient to support the Academy's ongoing educational objectives, including the Performance Arts Centre project and other capital projects.

The Restricted Fixed Asset Fund reserve as at 31 August 2019 was £19,893,000 and this comprises the Academy's tangible fixed assets, including plant, equipment, fixtures and fittings and both freehold and leasehold land and buildings. These reserves can only be realised by disposing of the related tangible fixed assets, all of which are used for by the Academy in delivering its educational activities.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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The pension reserve fund has a deficit balance at 31 August 2019 of £2,120,000, which represents the deficit in the LGPS at the balance sheet date. The Academy is not currently required to make accelerated payments to meet this liability, but, were arrangements to change, the Academy would have difficulty in making such payments without significantly impacting its ability to continue to deliver its educational outcomes with the available public funding it receives. The Governors have noted however that the Government has provided a guarantee that in the event of an Academy closure, any outstanding LGPS liabilities would be met by the Department for Education.

### Investment policy

All funds surplus to immediate requirements are invested to optimal effect by the Academy Trust with the objective of ensuring maximum return on assets invested but with minimal risk.

### Principal risks and uncertainties

The Governors have assessed, and where appropriate formulated mitigation strategies, the major strategic and operational risks to which the Academy is exposed, particularly financial and human resource management risk. These risks are recorded in the Academy's risk register which is maintained and reviewed at regular intervals.

The Academy has developed a robust system of internal control which minimises the occurrence of financial risk. For any significant residual financial risk the Academy has procured adequate insurance cover.

Whilst the Academy is currently oversubscribed, risks to revenue funding from a falling roll is small. However, the current freeze on the Government's overall education budget, changes to funding arrangements for special educational needs and increasing employment and premises costs mean that budgets will be increasingly tight in the coming years.

The Governors examine the financial health of the Academy formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Governors and Resources Committee meetings. The Academy has no financial or liquidity risk as at the Balance Sheet date.

The Governors recognise that the Local Government Pension Scheme deficit represents a significant potential liability to the Academy. However, as the Governors consider the Academy is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

The principal risks and uncertainties facing the Academy are as follows:

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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### Financial

The Academy has considerable reliance on continued Government funding through the ESFA. In the year, approximately 80% of the Academy's incoming resources (excluding amounts transferred on conversion from the Local Authority) was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

### Failures in governance and / or management

The risk in this area arises from the potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns etc. The Governors continue to review and ensure appropriate measures are in place to mitigate these risks.

### Reputational

The continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, the Governors ensure that pupil success and achievement are closely monitored and reviewed.

### Safeguarding and child protection

The Governors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

### Staffing

The success of the Academy is reliant on the quality of its staff so the Governors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

### Fraud and mismanagement of funds

During the year the Academy engaged Cooper Parry Group Limited to perform a program of work aimed at reviewing and checking the Academy's finance systems and processes as required by the Academies Financial Handbook.

All finance staff also receive training to keep them up to date with financial practice requirements and to develop their skills in this area.

# CHIPPING CAMPDEN SCHOOL

## GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

### Plans for future periods

The Academy will continue to work to maintain and improve the performance of our students at all levels. Additionally, it will continue in its efforts to improve the achievement and progress of students, not only in academic subjects, but also extra-curricular activities and essential life skills.

The Academy is committed to delivering an innovative and stimulating curriculum which challenges students of all abilities.

The Governors recognise that through good financial management the Academy has been able to strategically invest in and improve significantly the quality of the Academy infrastructure. These improvements not only support the quality of teaching and learning but it has also has a positive motivational impact on teaching and support staff.

The current opportunities the Academy is developing include:

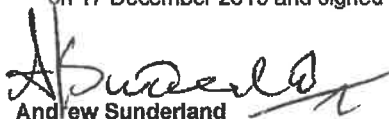
- The extension of the current Sixth Form Block which was completed in August 2019. This project has increased the capacity of the school's sixth form provision as well as enhancing the social space and facilities for students. This project was financed through section 106 and legacy funding.
- Work on redeveloping the school site, including the construction of a state-of-the-art Performance Arts Centre, commenced in July 2019. This project is a "joint venture" between the school and school housing association. The housing redevelopment will provide a mix of key worker homes and residential properties. This complex project is being financed by means of the disposal of surplus land to a developer, Duchy Homes, section 106 funding and charitable donations... Demographics changes continue to provide the Academy with opportunities, particularly those arising from new housing developments, which indicate further minor increases to the planned admission number and subsequent intake.
- The school has planning permission to build an eco-classroom. This project is due to commence during the 2019/20 academic year. The school has received a grant from the Summerfield Trust of £8,000 to enable the realisation of this project.
- Section 106 funding has enabled the school to increase its overall capacity and hence the opportunity to consider increasing its Planned Admission Number.

### Auditors

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.
- The auditors, CK Audit, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

The Governors Report, incorporating a Strategic Report, was approved by the Board of Governors on 17 December 2019 and signed on their behalf by:

  
Andrew Sunderland  
Chair of Governors

# CHIPPING CAMPDEN SCHOOL

## GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

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### Scope of responsibility

As Governors, we acknowledge we have overall responsibility for ensuring that Chipping Campden School has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Board of Governors has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform to the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Chipping Campden School and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described the Governors' report and in the Statement of Governors' Responsibilities. The Board of Governors has formally met 5 times during the year ended 31 August 2019.

Attendance during the year at meetings of the Board of Governors was as follows:

<b>Governor</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Jane Annett	2	5
James Birch	4	5
Sara Chandler	4	5
Dana Delap	4	5
Sally Steel	4	5
John Sanderson	5	5
Victor Scutt	3	5
Andrew Sunderland	5	5
Christopher Walker	5	5
Andy Jones	3	5
David Betteley	5	5
Alison Braithwaite	5	5
Melbourne Inman	3	5

The Academy has not undertaken a review of governance during the year ended 31 August 2019, having undertaken one in the prior year which resulted in the appointment of several new Governors in the prior year. To ensure the continued effectiveness of the Board of Governors, the Governors actively seek and appoint persons with appropriate experience and skills.

Although the Board of Governors met less than 6 times during the year ended 31 August 2019, the Board of Governors are satisfied they have maintained effective oversight of the Academy through the series of 10 separate Resources, Education and Risk sub-Committee meetings that took place during the year as highlighted further below. At each Board of Governors meetings, the respective Chair's of the Resources, Education and Risk Committees provide updates to the Governors. The Chair's of these sub-Committees also hold several informal meetings with members of the Academy's senior management team at various points throughout the year to discuss specific aspects of the Academy's operations and activities.

# CHIPPING CAMPDEN SCHOOL

## GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

### Resources Committee

The Resources Committee is a sub-committee of the Board of Governors. The remit of the committee is to ensure the Academy has sufficient resources and that these resources are deployed efficiently and effectively. The Resources Committee also acts as the Academy's Audit Committee.

Attendance during the year at meetings of the Resources Committee was as follows:

Committee Member	Meetings attended	Out of a possible
James Birch	2	4
John Sanderson	4	4
Andrew Sunderland	3	4
Andy Jones	4	4
Sally Steele	2	4
David Betteley	3	4
Melbourne Inman	2	4

The key issues dealt with by the Resources Committee during the year was the review of the Academy's 3-year financial forecasts and the potential actions required over this time to address changes in funding arrangements and expected increases in expenditure, including staff costs, over the period.

### Education Committee

The Education Committee is a sub-committee of the Board of Governors. The remit of the committee is to focus on the strategic direction of the Academy as embodied in the School Development Plan and to ensure that the school's Quality Management System is fit for purpose. Attendance during the year at meetings of the Education Committee was as follows:

Committee Member	Meetings attended	Out of a possible
Sara Chandler	5	5
Jane Annett	4	5
Kim McQuail	1	1
John Sanderson	5	5
Victor Scutt	5	5
Andrew Sunderland	1	5
Chris Walker	4	5
Dana Delap	2	5
Alison Braithwaite	5	5

# CHIPPING CAMPDEN SCHOOL

## GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

### Risk Committee

The Risk Committee is a primary working committee of the Board of Governors. The remit of the committee is to ensure that an effective system of risk management is being maintained and operated within the Academy. Attendance during the year at meetings of the Risk Committee was as follows:

Committee Member	Meetings attended	Out of a possible
Jane Annett	1	1
Andy Jones	1	1
Neil Makin *	1	1
John Sanderson	1	1
Victor Scutt	1	1
Andrew Sunderland	1	1

\* Neil Makin is an independent member of the Risk Committee.

### Value for money

As Accounting Officer, the Principal has responsibility for ensuring that the Academy delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Board of Governors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Academy has delivered improved value for money during the year by:

- Regular review of contracts, for example utilities, by a cost management company;
- Benchmarking against other Gloucestershire Secondary Schools; and
- Purchasing procedures and routines which are continually tested to ensure best value.

### The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Chipping Campden School for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

# CHIPPING CAMPDEN SCHOOL

## GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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### Capacity to Handle Risk

The Board of Governors has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The governing body is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

### The Risk and Control Framework

The Academy's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Governors;
- regular reviews by the Resource Committee of reports which indicate financial performance against forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Governors has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Academy appointed Cooper Parry Group Limited to undertake a review of the Academy's Value Added Tax (VAT) systems and compliance. Cooper Parry Group Limited completed their review as planned and this did not highlight any major deficiencies in the VAT systems, processes and compliance.

### Review of effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the external auditors;
- the review by Cooper Parry Group Limited;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.



## CHIPPING CAMPDEN SCHOOL

### GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

(CONTINUED)

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The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Resource Committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the Board of Governors on 17 December 2019 and signed on its behalf, by:

  
Andrew Sunderland  
Chair of Trustees

  
John Sanderson  
Accounting Officer

## **CHIPPING CAMPDEN SCHOOL**

### **STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2019**

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As Accounting Officer of Chipping Campden School I have considered my responsibility to notify the Academy trust Board of Governors and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy trust, under the funding agreement in place between the Academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirmed that I and the Academy trust Board of Governors are able to identify any material irregular or improper use of funds by the Academy trust, or material non-compliance with the terms and conditions of funding under the Academy trust's funding agreement and the Academies Financial Handbook 2018.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Governors and ESFA.



**J Sanderson**  
**Accounting Officer**

17 December 2019

## CHIPPING CAMPDEN SCHOOL

### STATEMENT OF GOVERNORS' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2019

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The Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the group strategic report, the Governors' report and the financial statements in accordance with the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting practice) and applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. Under company law the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Governors are required to:

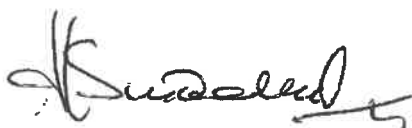
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements and on the going concern basis unless it is inappropriate to presume that the charitable group will continue in business.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and group's transaction and disclose with reasonable accuracy at any time the financial position of the charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets from the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Governors are responsible for ensuring that in its conduct and operation the charitable company and the group applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

The Governors are responsible for the group's maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdiction.

Approved by order of the members of the Board of Governors on 17 December 2019 and signed on its behalf by:



A Sunderland  
Chair of Governors

# CHIPPING CAMPDEN SCHOOL

## INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2019

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### Opinion

We have audited the financial statements of Chipping Campden School (the 'parent academy trust') and its subsidiaries (the 'group') for the year ended 31 August 2019 which comprise the group consolidated statement of financial activities incorporating income and expenditure account, the group consolidated balance sheet, the group consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in the preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting practice), including Financial Reporting Standard 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent academy trust's affairs as at 31 August 2019 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

### Basis for opinion

We conducted our audit in accordance with International Standards of Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent Academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other information

The Governors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. Our opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## CHIPPING CAMPDEN SCHOOL

### INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2019 (CONTINUED)

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In connection with our audit of the financial statements, or responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinion on other matters prescribed by the companies act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the Governors' report including the Group strategic and directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The Governors' report including the Group strategic report and directors' report have been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the group and the parent Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' report including the Group strategic report and directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- the parent academy has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent academy financial statements are not in agreement with the accounting records and returns; or
- certain disclosure of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations as we require for our audit.

#### **Responsibilities of governors**

As explained more fully in the statement of governors' responsibilities, the Governors (who are also the directors of the academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governors are responsible for assessing the group's and the parent Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the group or the parent academy or to cease operations, or have no realistic alternative but to do so.

# CHIPPING CAMPDEN SCHOOL

## INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2019 (CONTINUED)

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### **Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditors' report.

### **Use of our report**

This report is made solely to the Academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

  
Wendy Davies  
for and behalf of CK Audit

17 December 2019

Chartered Accountants  
Statutory Auditor

No 4 Castle Court 2  
Castlegate Way  
Dudley  
DY1 4RH

## **CHIPPING CAMPDEN SCHOOL**

### **INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO CHIPPING CAMPDEN SCHOOL AND THE EDUCATION SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2019**

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In accordance with the terms of our engagement letter and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Chipping Campden School during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Chipping Campden School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Chipping Campden School and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Chipping Campden School and the ESFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Chipping Campden School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Chipping Campden School's funding agreement with the Secretary of State for Education dated 29 July 2011 (as amended by a Deed of Variation dated 30 July 2014), and the Academies Financial Handbook extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established by the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

#### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy's income and expenditure.

## CHIPPING CAMPDEN SCHOOL

### INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO CHIPPING CAMPDEN SCHOOL AND THE EDUCATION SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2019

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The work undertaken to draw our conclusions includes:

- Review of Governing Body meetings for evidence of non-compliance;
- A review of directors' minutes;
- A review of income to assess whether grants have been applied in accordance with the terms and conditions attached to them; and
- A review of policies and procedures to assess whether they are sufficiently robust to ensure that expenditure has been applied for the purposes intended by Parliament.

#### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

  
**Reporting Accountant**  
CK Audit

Dated: 17 December 2019



## CHIPPING CAMPDEN SCHOOL

### CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Unrestricted funds £000	Restricted funds:		Total 2019 £000	Total 2018 £000
			General £000	Fixed asset £000		
<b>Income and endowments from:</b>						
Donations and capital grants	3	39	14	1,314	1,367	348
Charitable activities:						
- Funding for academy's educational operations	4	271	6,235	-	6,506	6,199
Other trading activities	5	453	320	-	773	673
Investment income	6	1	-	-	1	-
Exceptional income	7	-	-	1,111	1,111	-
<b>Total income from endowments</b>		<u>764</u>	<u>6,569</u>	<u>2,425</u>	<u>9,758</u>	<u>7,220</u>
<b>Expenditure on:</b>						
Raising funds		381	-	-	381	360
Charitable activities		236	6,738	275	7,249	6,995
<b>Total expenditure</b>	8	<u>617</u>	<u>6,738</u>	<u>275</u>	<u>7,630</u>	<u>7,355</u>
<b>Net income/(expenditure)</b>		<u>147</u>	<u>(169)</u>	<u>2,150</u>	<u>2,128</u>	<u>(135)</u>
Transfer between funds	21	(110)	8	102	-	-
		37	(161)	2,252	2,128	(135)
<b>Other recognised gains and losses</b>						
Actuarial gains on defined benefit pension schemes	25	-	(574)	-	(574)	318
<b>Net movement in funds</b>		<u>37</u>	<u>(735)</u>	<u>2,252</u>	<u>1,554</u>	<u>183</u>
<b>Reconciliation of funds</b>						
Total funds brought forward		436	(1,385)	17,641	16,692	16,509
Total funds carried forward		<u>473</u>	<u>(2,120)</u>	<u>19,893</u>	<u>18,246</u>	<u>16,692</u>

The notes on pages 35 to 59 form part of these financial statements.

# CHIPPING CAMPDEN SCHOOL

## CONSOLIDATED BALANCE SHEET AS AT 31 AUGUST 2019

	Notes	2019		2018	
		£000	£000	£000	£000
<b>Fixed assets</b>					
Tangible assets	15		17,666		17,641
<b>Current assets</b>					
Stock	17	3		3	
Debtors	18	495		513	
Cash at bank and in hand		3,016		533	
		<u>3,514</u>		<u>1,049</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	19	(814)		(602)	
<b>Net current assets</b>			<u>2,700</u>		<u>447</u>
<b>Net assets excluding pension liability</b>			<u>20,366</u>		<u>18,088</u>
Defined benefit pension scheme liability	25		(2,120)		(1,396)
<b>Total net assets</b>			<u>18,246</u>		<u>16,692</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	21				
- Restricted income funds		-		11	
- Fixed asset funds		19,893		17,641	
- Pension reserve		(2,120)		(1,396)	
<b>Total restricted funds</b>			<u>17,773</u>		<u>16,256</u>
<b>Unrestricted income funds</b>	21		<u>473</u>		<u>436</u>
<b>Total funds</b>			<u>18,246</u>		<u>16,692</u>

The financial statements on pages 31 to 59 were approved by the Governors, and authorised for issue, on 17 December 2019 and are signed on their behalf, by:

  
A Sunderland  
Chair of Governors

Company Number 07680770

The notes on page 35 to 59 form part of these financial statements.

# CHIPPING CAMPDEN SCHOOL

## ACADEMY BALANCE SHEET FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	2019 £000	2018 £000
<b>Fixed assets</b>			
Tangible assets	15	17,666	17,641
Investments	16	-	-
		<u>17,666</u>	<u>17,641</u>
<b>Current assets</b>			
Debtors	18	502	556
Cash at bank and in hand		3,004	504
		<u>3,506</u>	<u>1,060</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	19	(807)	(614)
<b>Net current assets</b>		<u>2,699</u>	<u>446</u>
<b>Net assets excluding pension liability</b>		<u>20,365</u>	<u>18,087</u>
Defined benefit pension scheme liability	25	(2,120)	(1,396)
<b>Total net assets</b>		<u>18,245</u>	<u>16,691</u>
<b>Funds of the academy</b>			
<b>Restricted funds</b>			
- Restricted income funds		-	11
- Restricted fixed asset funds		19,893	17,641
- Pension reserve		(2,120)	(1,396)
<b>Total restricted funds</b>		<u>17,773</u>	<u>16,256</u>
<b>Unrestricted income funds</b>		<u>472</u>	<u>435</u>
<b>Total funds</b>		<u>18,245</u>	<u>16,691</u>

The financial statements were approved by the Governors, and authorised for issue, on 17 December 2019 and are signed on their behalf by:

  
 A Sunderland  
 Chair of Governors

Company Number 07680770

The notes on pages 35 to 59 form part of these financial statements.

## CHIPPING CAMPDEN SCHOOL

### CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2019

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		2019		2018	
	Notes	£000	£000	£000	£000
<b>Cash flows from operating activities</b>					
Net cash (used in)/provided by operating activities	23		587		(95)
<b>Cash flows from investing activities:</b>					
Dividends, interest and rents from investments		1		-	
Purchase of tangible fixed assets		(1,189)		(300)	
Capital grants from DfE Group and other funders		1,084		91	
Proceeds from sale of tangible fixed assets		2,000		-	
<b>Net cash used in investing activities</b>			1,896		(209)
<b>Net (decreased)/increase in cash and cash equivalents in the reporting period</b>			2,483		(304)
Cash and cash equivalents brought forward			533		837
<b>Cash and cash equivalents carried forward</b>	24		3,016		533

The notes on pages 35 to 59 form part of these financial statements.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2019

---

### 1. Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted). Judgments and key sources of estimation uncertainty, is set out below.

#### 1.1 Basis of preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006.

Chipping Campden School constitutes a public benefit entity as defined by FRS 102.

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the Academy alone as permitted by section 408 of the Companies Act 2006.

#### 1.2 Basis of consolidation

The financial statements consolidate the accounts of Chipping Campden School and all of its subsidiary undertakings ('subsidiaries').

The net income for the year dealt with in the accounts of the academy was £2,130,000 (2018 – net income of £139,000)

#### 1.3 Company status

The academy is a company limited by guarantee. The members of the company are the Governors named on page 1. In the event of the Academy being wound up, the liability in respect of the guarantee is limited to £10 per member of the Academy.

#### 1.4 Taxation

The Academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

---

### 1. Accounting policies

(Continued)

#### 1.5 Going concern

The Governors assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.6 Income

All income is recognised once the Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

##### Grants

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the statement of financial activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

##### Sponsorship

Sponsorship income provided to the academy which amounts to a donation is recognised in the statement of financial activities in the period which it is receivable, where there are no performance related conditions where receipt is probable and it is measurable.

##### Donations

Donations are recognised on a receivable basis where receipt is probably and the amount can be reliably measured.

##### Other income

Other income, including the hire of facilities is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 1. Accounting policies

(Continued)

#### 1.7 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spend, and depreciation charges allocated on the portion of the asset's use.

#### Expenditure on raising funds

Expenditure on raising funds includes all expenditure incurred by the Academy to raise funds for its charitable purposes and includes cost of all fundraising activities events and non-charitable trading.

#### Charitable activities

Expenditure on charitable activities are costs incurred on the Academy's educational operations, including support costs and those costs relation to the governance of the Academy appointed to charitable activities. All expenditure is inclusive of irrecoverable VAT.

#### 1.8 Tangible fixed assets in depreciation

All assets costing more than £500 are capitalised and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold land	-	Not depreciated
Leasehold property	-	0.8% to 10% straight line
Furniture and fixtures	-	20% to 33% straight line
Freehold buildings	-	0.8% to 10% straight line

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

---

### 1. Accounting policies (Continued)

#### 1.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investing gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on 'investments' in the statement of financial activities.

#### 1.10 Operating leases

Rentals under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

#### 1.11 Stock

Stocks is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

#### 1.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### 1.13 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.



# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

---

### 1. Accounting policies

(Continued)

#### 1.14 Financial Instruments

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy and their measurement basis are as follows:

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less impairment.

Cash at bank is classified as a basic financial instrument and is measured at face value.

##### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

#### 1.15 Pensions

Retirement benefits to employees of the Academy trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Governments Pension Scheme ("LGPS"). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

---

### 1. Accounting policies

(Continued)

#### 1.16 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy at the discretion of the Governors.

Designated funds comprise unrestricted funds that have been set aside by the Governors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

### 2. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

#### Critical accounting estimates and assumptions

The academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

#### **LGPS Pension Valuation**

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed on 31 March 2016 has been used by the actuary in valuation the pensions liability at 31 August 2018. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### Critical areas of judgment

There are no key judgements that the Academy has made which have a significant effect on the financial statement.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 3. Donations and capital grants

	Unrestricted funds £000	Restricted funds £000	Restricted fixed asset funds £000	Total 2019 £000	Total 2018 £000
Other donations	39	14	-	53	34
Capital grants	-	-	1,314	1,314	314
	<u>39</u>	<u>14</u>	<u>1,314</u>	<u>1,367</u>	<u>348</u>
<i>Total 2018</i>	<u>26</u>	<u>8</u>	<u>314</u>	<u>348</u>	

### 4. Funding for academy trust's educational operations

	Unrestricted funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	5,866	5,866	5,653
Other DfE / ESFA grants	-	240	240	222
	<u>-</u>	<u>6,106</u>	<u>6,106</u>	<u>5,875</u>
<b>Other government grants</b>				
High Needs funding	-	129	129	95
Local Authority grants	-	-	-	-
	<u>-</u>	<u>129</u>	<u>129</u>	<u>95</u>
<b>Other funding</b>				
Educational visits	43	-	43	46
Music tuition	37	-	37	37
Extra-curricular activities	191	-	191	146
	<u>271</u>	<u>-</u>	<u>271</u>	<u>229</u>
<b>Total funding</b>	<u>271</u>	<u>6,235</u>	<u>6,506</u>	<u>6,199</u>
<i>Total 2018</i>	<u>228</u>	<u>5,971</u>	<u>6,199</u>	

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 5. Other trading activities

	Unrestricted funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
<b>Charity trading income</b>				
Catering	325	-	325	330
Departmental income	21	-	21	23
Hire of facilities	15	-	15	18
Dual use income	61	-	61	60
Other income	31	320	351	242
	<u>453</u>	<u>320</u>	<u>773</u>	<u>673</u>
<b>Cost of trading activities</b>				
Catering	323	-	323	283
	<u>323</u>	<u>-</u>	<u>323</u>	<u>283</u>
Net income from trading activities	<u>130</u>	<u>320</u>	<u>450</u>	<u>390</u>

### 6. Investment income

	Unrestricted funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
Bank interest	1	-	1	-
	<u>1</u>	<u>-</u>	<u>1</u>	<u>-</u>
<i>Total 2018</i>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

### 7. Exceptional income

	2019 £000	2018 £000
Profit on disposal of freehold land	1,111	-
	<u>1,111</u>	<u>-</u>

## CHIPPING CAMPDEN SCHOOL

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

#### 8. Expenditure

	Staff costs £000	Premises £000	Other £000	Total 2019 £000	Total 2018 £000
Expenditure on raising voluntary income					
- Direct costs	-	-	58	58	77
- Support costs	-	-	-	-	-
Expenditure on fundraising trading					
- Direct costs	165	-	158	323	283
- Support costs	-	-	-	-	-
Educational operations					
- Direct costs	4,835	-	575	5,410	5,232
- Support costs	637	304	898	1,839	1,763
	<u>5,637</u>	<u>304</u>	<u>1,689</u>	<u>7,630</u>	<u>7,355</u>
<i>Total 2018</i>	<u>5,526</u>	<u>285</u>	<u>1,544</u>	<u>7,355</u>	

#### 9. Direct costs (charitable activities)

	Educational Operations £000	Total 2019 £000	Total 2018 £000
Other costs	575	575	535
Wages and salaries	3,807	3,807	3,735
National insurance	369	369	350
Pension cost	659	659	612
	<u>5,410</u>	<u>5,410</u>	<u>5,232</u>
<i>Total 2018</i>	<u>5,232</u>	<u>5,232</u>	

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 10. Support costs (charitable activities)

	<b>Educational Operations £000</b>	<b>Total 2019 £000</b>	<b>Total 2018 £000</b>
Technology costs	97	97	127
Premises costs	29	29	30
Other support costs	793	793	652
Governance costs	8	8	9
Support staff costs	637	637	690
Depreciation	275	275	255
	<u>1,839</u>	<u>1,839</u>	<u>1,763</u>
<i>Total 2018</i>	<u>1,763</u>	<u>1,763</u>	

### 11. Net income/(expenditure)

This is stated after charging:

	<b>2019 £000</b>	<b>2018 £000</b>
Depreciation of tangible fixed assets:		
- Owned by the charitable group	275	255
Operating lease rentals	220	121
(Gain) / loss on disposal of fixed assets	(1,111)	-
Fees payable to auditor for:		
- Audit	6	6
- Other services	2	2
Net interest on defined benefit pension liability	40	41

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 12. Staff

#### Staff costs

Staff costs during the year were:

	2019 £000	2018 £000
Wages and salaries	4,344	4,219
Social security costs	413	390
Operating costs of defined benefit pension schemes	855	822
	<u>5,612</u>	<u>5,431</u>
Agency staff costs	25	81
Staff restructuring costs	-	14
	<u>5,637</u>	<u>5,526</u>
Staff restructuring costs comprise:		
Severance payments	-	14

#### Non-statutory/non-contractual staff severance payments

The figure for staff restructuring costs includes non-statutory / non-contractual severance payments totalling £nil (2018: £4,000).

#### Staff numbers

The average number of persons employed by the group during the year was as follows:

	2019 Number	2018 Number
Teachers	71	71
Education support, administration and support	87	89
Management	8	9
	<u>166</u>	<u>169</u>

#### Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2019 Number	2018 Number
In the band £60,001 - £70,000	2	2
In the band £90,001 - £100,000	1	1

All of the above employees participated in the Teachers' Pension Scheme and during the year ended 31 August 2019 the total employers pension contributions amounted to £38,432.

## CHIPPING CAMPDEN SCHOOL

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

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#### 12. Staff

(continued)

##### **Key management personnel**

The key management personnel of the Academy comprise the Senior Leadership Team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy during the year was £658,000 (2018 - £695,000)

#### 13. Governors' remuneration and expenses

One or more Governors has been paid remuneration or has received other benefits from an employment with the Academy. The Principal and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Governors.

The value of Governors' remuneration and other benefits was as follows:

##### J Sanderson, Principal

Remuneration £95,000 - £100,000 (2018 £95,000 - £100,000)

Pension contributions paid - £15,000 - £20,000 (2018 £15,000 - £100,000)

##### C Walker

Remuneration £45,000 - £50,000 (2018 £45,000 - £50,000)

Pension contributions paid £5,000 - £10,000 (2018 £5,000 £10,000)

During the year ended 31 August 2019, no Governors received any reimbursement of expenses (2018 – £nil)

#### 14. Governors' and officers' insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £5,000,000 on any one claim.



## CHIPPING CAMPDEN SCHOOL

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

#### 15. Tangible fixed assets

	Freehold land and buildings £000	Leasehold property £000	Furniture and fixtures £000	Plant and equipment £000	Total £000
<b>Group and Academy Cost</b>					
At 1 September 2018	4,823	13,782	158	240	19,003
Transfer	435	(435)	-	-	-
Additions	-	1,107	68	14	1,189
Disposals	(917)	-	-	-	(917)
At 31 August 2019	<u>4,341</u>	<u>14,454</u>	<u>226</u>	<u>254</u>	<u>19,275</u>
<b>Depreciation</b>					
At 1 September 2018	-	1,100	107	155	1,362
Transfer	21	(21)	-	-	-
Charge for the year	7	198	40	30	275
On disposals	(28)	-	-	-	(28)
At 31 August 2019	<u>-</u>	<u>1,277</u>	<u>147</u>	<u>185</u>	<u>1,609</u>
<b>Net book value</b>					
At 31 August 2019	<u>4,341</u>	<u>13,177</u>	<u>79</u>	<u>69</u>	<u>17,666</u>
At 31 August 2018	<u>4,823</u>	<u>12,682</u>	<u>51</u>	<u>85</u>	<u>17,641</u>

Freehold land and buildings at 31 August 2019 comprises developed land and playing fields land.

#### 16. Fixed asset investments

The Academy owns 100% of the issued share capital of Chipping Campden School Enterprises Limited. The company was incorporated on 8 March 2017 and commenced trading from 1 April 2017. Its principal activity is the provision of catering, cleaning and student counselling services to the Academy Trust and its pupils.

#### 17. Stock

	<b>Group</b>		<b>Academy</b>	
	<b>2019</b> <b>£000</b>	<b>2018</b> <b>£000</b>	<b>2019</b> <b>£000</b>	<b>2018</b> <b>£000</b>
Finished goods and goods for resale	<u>3</u>	<u>3</u>	<u>-</u>	<u>-</u>

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 18. Debtors

	<u>Group</u>		<u>Academy</u>	
	2019 £000	2018 £000	2019 £000	2018 £000
Trade debtors	5	155	5	155
VAT recoverable	21	28	21	28
Other debtors	-	-	7	43
Prepayments and accrued income	469	330	469	330
	<u>495</u>	<u>513</u>	<u>502</u>	<u>556</u>

### 19. Creditors: Amounts falling due within one year

	<u>Group</u>		<u>Academy</u>	
	2019 £000	2018 £000	2019 £000	2018 £000
Trade creditors	160	103	162	130
Other taxation and social security	99	94	99	94
Other creditors	113	97	111	87
Accruals and deferred income	442	308	435	303
	<u>814</u>	<u>602</u>	<u>807</u>	<u>614</u>

### 20. Deferred income

	<u>Group</u>		<u>Academy</u>	
	£000	£000	£000	£000
Deferred income at 1 September 2018	118	101	118	101
Resources deferred during the year	196	118	196	118
Amounts released from previous years	(118)	(101)	(118)	(101)
<b>Deferred income at 31 August 2019</b>	<u>196</u>	<u>118</u>	<u>196</u>	<u>118</u>

Deferred income at 31 August 2019 relates to trip income, rates relief funding and curriculum related activities that will consume resources in the next financial year. The nature of this funding is such that it is received in advance of 31 August 2019 prior to the next financial year to ensure the funds are available from 1 September 2019.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 21. Funds

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2019 £000
<b>Designated funds</b>						
Post 16 fund	176	-	-	(176)	-	-
AGP sinking fund	30	11	-	-	-	41
	<u>206</u>	<u>11</u>	<u>-</u>	<u>(176)</u>	<u>-</u>	<u>41</u>
<b>General funds</b>						
General funds	230	753	(617)	66	-	432
Total unrestricted funds	<u>436</u>	<u>764</u>	<u>(617)</u>	<u>(110)</u>	<u>-</u>	<u>473</u>
<b>Restricted funds</b>						
General	-	5,866	(5,874)	8	-	-
Annual Grant	-	240	(240)	-	-	-
Other	-	-	-	-	-	-
DfE/ESFA grants	11	463	(474)	-	-	-
Other grants and income	-	-	-	-	-	-
Pension reserve	(1,396)	-	(150)	-	(574)	(2,120)
	<u>(1,385)</u>	<u>6,569</u>	<u>(6,738)</u>	<u>8</u>	<u>(574)</u>	<u>(2,120)</u>
<b>Restricted fixed asset funds</b>						
Tangible fixed assets	17,641	1,111	(275)	1,416	-	19,893
ESFA capital grants	-	763	-	(763)	-	-
Other capital grants	-	551	-	(551)	-	-
	<u>17,641</u>	<u>2,425</u>	<u>(275)</u>	<u>102</u>	<u>-</u>	<u>19,893</u>
<b>Total restricted funds</b>	<u>16,256</u>	<u>8,994</u>	<u>(7,013)</u>	<u>110</u>	<u>(574)</u>	<u>17,773</u>
<b>Total funds</b>	<u>16,692</u>	<u>9,758</u>	<u>(7,630)</u>	<u>-</u>	<u>(574)</u>	<u>18,246</u>

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

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### 21. Funds

(continued)

The specific purposes for which the funds are to be applied are as follows:

The General Annual Grant (GAG) fund must be used for normal running costs of the Academy.

Other DfE/ESFA grants and other restricted income are utilised for the purposes for which the grants and income were provided to the Academy.

The pension fund reserve represents the deficit in the Local Government Pension Scheme.

The restricted fixed asset fund represents the fixed assets inherited by the Academy on conversion together with fixed assets funded from capital grants and fixed assets funded from GAG or other unrestricted funds, net of the depreciation charge on these assets. This fund includes any unspent capital grants, donations and funding received for capital purposes.

The post 16 fund represents the funds previously received as a legacy, the use of which has been designated by the Governors to use in the promotion of the educational experience of post 16 students.

The AGP sinking fund represents the funds that have been set aside by the Governors to fund the eventual replacement of the Academy's artificial grass pitch carpet, which is expected to be replaced within the next 8 years.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2019.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 21. Funds

(continued)

Comparative information in respect of the preceding period is as follows:

	Balance at 1 September 2017 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2018 £000
<b>Designated funds</b>						
Post 16 fund	176	-	-	-	-	176
AGP sinking fund	20	10	-	-	-	30
	<u>196</u>	<u>10</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>206</u>
<b>General funds</b>						
General funds	189	685	(583)	(61)	-	230
<b>Total Unrestricted funds</b>	<u>385</u>	<u>695</u>	<u>(583)</u>	<u>(61)</u>	<u>-</u>	<u>436</u>
<b>Restricted funds</b>						
General Annual Grant	102	5,653	(5,882)	127	-	-
Other DfE/ESFA grants	13	206	(219)	-	-	-
Other grants and income	-	352	(241)	(100)	-	11
Pension reserve	(1,539)	-	(175)	-	318	(1,396)
	<u>(1,424)</u>	<u>6,211</u>	<u>(6,517)</u>	<u>27</u>	<u>318</u>	<u>(1,385)</u>
<b>Restricted fixed asset funds</b>						
Tangible fixed assets	17,541	-	(255)	355	-	17,641
ESFA capital grants	7	41	-	(48)	-	-
Other capital grants	-	273	-	(273)	-	-
	<u>17,548</u>	<u>314</u>	<u>(255)</u>	<u>34</u>	<u>-</u>	<u>17,641</u>
<b>Total restricted funds</b>	<u>16,124</u>	<u>6,525</u>	<u>(6,772)</u>	<u>61</u>	<u>318</u>	<u>16,256</u>
<b>Total of funds</b>	<u>16,509</u>	<u>7,220</u>	<u>(7,355)</u>	<u>-</u>	<u>318</u>	<u>16,692</u>

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 22. Analysis of net assets between funds

	Unrestricted Funds £000	Restricted funds:		Total Funds £000
		General £000	Fixed asset £000	
<b>Fund balances at 31 August 2019 are represented by:</b>				
Tangible fixed assets		-	17,666	17,666
Current assets	1,287	-	2,227	3,514
Creditors falling due within one year	(814)	-	-	(814)
Provisions for liabilities and charges	-	(2,120)	-	(2,120)
<b>Total net assets</b>	<u>473</u>	<u>(2,120)</u>	<u>19,893</u>	<u>18,246</u>

	Unrestricted Funds £000	Restricted funds:		Total Funds £000
		General £000	Fixed asset £000	
<b>Fund balances at 31 August 2018 are represented by:</b>				
Tangible fixed assets	-	-	17,641	17,641
Current assets	512	389	149	1,050
Creditors due within one year	(76)	(378)	(149)	(603)
Provisions for liabilities and charges	-	(1,396)	-	(1,396)
<b>Total net assets</b>	<u>436</u>	<u>(1,385)</u>	<u>17,641</u>	<u>16,692</u>

## CHIPPING CAMPDEN SCHOOL

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

#### 23. Reconciliation of net (expenditure)/income to net cash flow from operating activities

	<u>Group</u>	
	<u>2019</u>	<u>2018</u>
	<u>£000</u>	<u>£000</u>
Net income/(expenditure) for the year (as per Statement of Financial Activities)	2,128	(135)
Adjustment for:		
Depreciation charges	275	255
Dividends, interest and rents from investments	(1)	-
Profit on sale of tangible fixed assets	(1,111)	-
Decrease/(increase) in stocks	-	1
(Increase)/decrease in debtors	248	(76)
Increase/(decrease) in creditors	212	(1)
Capital grants from DfE and other capital income	(1,314)	(314)
Defined benefit pension scheme obligation inherited	-	-
Defined benefit pension scheme cost less contributions payable	110	134
Defined benefit pension scheme finance cost	40	41
<b>Net cash provided by operating activities</b>	<u>587</u>	<u>(95)</u>

#### 24. Analysis of cash and cash equivalents

	<u>Group</u>		<u>Academy</u>	
	<u>2019</u>	<u>2018</u>	<u>2019</u>	<u>2018</u>
	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>
Cash in hand	3,016	533	3,004	504
Total	<u>3,016</u>	<u>533</u>	<u>3,004</u>	<u>504</u>

#### 25. Pension and similar obligations

The group's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Gloucestershire County Council. Both are multi-employer defined benefit pension schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2016.

Contributions amounting to £91,000 were payable to the schemes at 31 August 2019 (2018 - £87,000) and are included within creditors.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 25. Pension and similar obligations

(continued)

#### Teachers' Pension Scheme

##### Introduction

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

##### The teachers' pension budgeting and valuation account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

##### Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

A copy of the latest valuation report can be found by following this link to the Teachers' Pension Scheme website

##### Scheme Changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.



# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 25. Pension and similar obligations

(continued)

#### Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £303,000 (2018 - £282,000), of which employer's contributions totalled £250,000 (2018 - £232,000) and employees' contributions totalled £53,000 (2018 - £50,000). The agreed contribution rates for future years are on a phased increase basis, starting at 28.1% and increasing to 29.3% for employers and varying rates of 5.5% to 6.8% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Principal actuarial assumptions:

	2019	2018
Discount rate for scheme liabilities	1.80%	2.80%
Rate of increase in salaries	2.60%	2.70%
Rate of increase for pensions in payment/inflation	2.30%	2.40%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2019	2018
Retiring today		
Males	21.5	22.4
Females	23.7	24.6
Retiring in 20 years		
Males	22.3	24
Females	25.0	26.4

	At 31 August 2019 £000	At 31 August 2018 £000
<b>Sensitivity analysis</b>		
Discount rate -0.5%	581	435
Salary increase +0.5%	46	41
Pension increase rate +0.5%	526	391

## CHIPPING CAMPDEN SCHOOL

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

#### 25. Pension and similar obligations

(continued)

The group's share of the asset in the scheme was:

	Fair value at 31 August 2019 £000	Fair value at 31 August 2018 £000
Equities	1,773	1,608
Gilts and bonds	682	489
Property, LLPs and Diversified Growth Funds	218	186
Cash and other liquid assets	55	47
Total market value of assets	<u>2,728</u>	<u>2,330</u>

The actual return on scheme assets was £158,000 (2018 - £115,000).

The amounts recognised in the statement of financial activities are as follows:

	2019 £000	2018 £000
Current service cost	(360)	(366)
Interest income	69	52
Interest cost	(109)	(93)
Total	<u>(400)</u>	<u>(407)</u>

Movements in the present value of the defined benefit obligation were as follows:

	2019 £000	2018 £000
Operating defined benefit obligation	3,726	3,525
Current and past service cost	360	366
Interest cost	109	93
Employee contributions	53	50
Actuarial loss/(gains)	663	(256)
Benefits paid	(63)	(52)
Closing defined benefit obligation	<u>4,848</u>	<u>3,726</u>

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 25. Pension and similar obligations

(continued)

Movements in the fair value of the group's share of scheme assets:

	2019 £000	2018 £000
Opening fair value of scheme assets	2,330	1,985
Interest income	69	52
Actuarial gain	89	63
Employer contributions	250	232
Employee contributions	53	50
Benefits paid	(63)	(52)
	<u>2,728</u>	<u>2,330</u>

### 26. Operating lease commitments

At 31 August 2019 the total of the group's future minimum lease payments under non-cancellable operating leases was:

	2019 £000	2018 £000
<b>Group and Academy Amounts payable:</b>		
Amounts due within one year	180	109
Amounts due in two and five years	50	27
	<u>230</u>	<u>136</u>

### 27. Guarantees, letters of comfort and indemnities

The Academy has entered into a guarantee with its wholly owned subsidiary company, Chipping Campden School Enterprises Limited, in order to take advantage of the exemption from audit of the subsidiary company available under s.479C of the Companies Act 2006. Under the guarantee, the Academy guarantees the outstanding liabilities of the subsidiary company at 31 August 2019 until such time as they are satisfied in full. The balance of the outstanding liabilities of the subsidiary company at 31 August 2019 was £16,000.

### 28. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

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### 29. Related party transactions

Owing to the nature of the Academy trust and the composition of the board of governors being drawn from local public and private sector organisations, transactions may take place with organisations in which Governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

Related party transactions in relation to certain governors' remuneration and expenses are already disclosed in note 13.

The following additional related party transaction took place in the period of account.

J Sanderson, K McQuail, S Chandler and D Betteley were Governors of the Academy during the year and were also Directors of CCT Learning (trading as Abbey View Free School), an Alternative Provision Free School during the year. J Sanderson is also a Member of CCT Learning. During the year ended 31 August 2019, the Academy commissioned 6 full time places at Abbey View Free School at a cost of £33,150 (2018: 6 places at a cost of £28,800). The Academy also provides HR and finance support to Abbey View Free School and charged Abbey View Free School £13,500 during the year for this (2018: £13,500). In entering into this transaction, the Academy Trust has complied with the requirements of the Academies Financial Handbook 2018, including the "at cost" requirements.

B Chatfield, a Member of the Academy, and A Jones, a Governor and Member of the Academy, are also Trustees of the Chipping Campden School Charity ("the charity") a separate registered charity. During the year ended 31 August 2019, the charity made contributions to the Academy of £19,067 (2018: £47,349) in support of pupil awards and other school related projects. At the year end an amount of £4,000 (2018: £nil) was included in trade debtors relating to the contributions committed to during the year.

A Jones, a Governor of the Academy, was also a Director of Whitley Stimpson Limited during the year. During the year ended 31 August 2019, Whitley Stimpson Limited charged the Academy Trust for accountancy services totalling £0 (2018: £750). At 31 August 2019, the Academy Trust owed £0 (2018: £750) to Whitley Stimpson Limited. In entering into this transaction, the Academy Trust has complied with the requirements of the Academies Financial Handbook.

J Sanderson, A Sunderland and A Jones are Governors of the Academy and are also Directors of Chipping Campden School Enterprises Limited (CCSEL), the Academy's wholly owned subsidiary company. During the year ended 31 August 2019, CCSEL charged the Academy £339,159 (2018: 67,915) for the provision of catering, cleaning and pupil counselling services, while the Academy charged CCSEL £27,446 (2018:nil) for management services. At the year end, there was an amount of £6,861 due from CCSEL (2018:nil). In entering into these transactions, the Academy Trust has complied with the requirements of the Academies Financial Handbook 2018, including the "at cost" requirements.

# CHIPPING CAMPDEN SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

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### 30. Principal subsidiaries

#### Chipping Campden School Enterprises Limited

Subsidiary name	Chipping Campden School Enterprises Limited
Company registration number	10659430
Basis of control	Ownership of share capital
Equity shareholding %	100%
Total assets as at 31 August 2019	£16,188
Total liabilities as at 31 August 2019	£16,036
Total equity as at 31 August 2019	£152
Turnover for the year ended 31 August 2019	£351,685
Expenditure for the year ended 31 August 2019	£351,633
Profit for the year ended 31 August 2019	£152

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